

2014 Dependent eligibility rules and verification requirements are contained in the following chart. Dependent verification for Qualifying Events must be submitted with the Qualifying Event documents. Qualifying Event documents must be signed within the event timeframe.

Definition of Eligible Dependent(s)	Documentation
<p><u>Spouse</u> A person of the opposite sex who is legally married to an employee or retiree.</p>	<p>A legible photocopy of the marriage certificate or a legible photocopy of the top half of the front page of the employee/retiree's most recent federal tax return (Form 1040)</p>
<p><u>Common Law Spouse</u> A person of the opposite sex with whom you have established a Common Law union in a state which recognizes common law marriage (Kentucky does not recognize common law marriage).</p>	<p>A legible photocopy of the certificate or affidavit of common law marriage from a state that does recognize common law marriage.</p>
<p><u>Child Age 0 to 18</u> In the case of a child who has not yet attained his/her 19th birthday, "child" means an individual who is –</p> <ul style="list-style-type: none"> • A son, daughter, stepson, or stepdaughter of the employee/retiree, or • An eligible foster child of the employee/retiree (eligible foster child means an individual who is placed with the employee/retiree by an authorized placement agency or by judgment, decree, or other order of any court of competent jurisdiction), or • An adopted child of the employee/retiree (a legally adopted individual of the employee/retiree, or an individual who is lawfully placed with the employee/retiree for legal adoption by the employee/retiree) or • A grandchild for whom the employee/retiree has been awarded guardianship or custody by a court of competent jurisdiction. 	<p><u>Natural Child</u>: A legible photocopy of the child's birth certificate showing the name of the employee/retiree as a parent.</p> <p><u>Step Child</u>: A legible photocopy of the child's birth certificate showing the name of the employee/retiree's Spouse as a parent; and a legible copy of the marriage certificate showing the names of the employee/retiree and the Spouse.</p> <p><u>Legal Guardian, Adoption, Grandchild(ren) or Foster hild(ren)</u>: Legible photocopies of court orders, guardianship documents, affidavits of dependency, with the presiding judge's signature and filed status; or legible adoption or legal placement decrees with the presiding judge's signature.</p>
<p><u>Child Age 19 to 25</u> In the case of a child who has attained his/her 19th birthday but who has not yet attained his/her 26th birthday, "child" means an individual who is –</p> <ul style="list-style-type: none"> • A son, daughter, stepson, stepdaughter, eligible foster child, an adopted child or a grandchild of the employee/retiree – as described above. 	<p>Must submit the documents described above for children.</p>
<p><u>Disabled Dependent</u> A dependent child who is totally and permanently disabled may be covered by KEHP beyond the end of the month in which he/she turns 26, provided the disability (a) started before his/her 26th birthday and (b) is medically-certified by a physician. A dependent child will be considered totally and permanently disabled if, in the judgment of KEHP, the written certification adequately demonstrates that the dependent child is unable to engage in any substantial gainful activity by reason of medically determinable physical or mental impairment that can be expected to result in death or that has lasted or can be expected to last for a continuous period of not less than 12 months.</p>	<p>Contact the Enrollment Information Branch at 502-564-1205 for the specific documentation needed.</p>